



# POLICE OFFICER

## Recruit / Lateral



# POLICE OFFICER RECRUIT

**\$4391-4611 / 2015-\$4479-4703**

Police Officer Recruit is an entry level class in the Police series assigned full arrest and citation powers. Under supervision, assists with or may perform law enforcement duties in the protection of life and property. Incumbents receive general and special instructions and work under the direct supervision of a training officer during the formal field training program.



## REQUIREMENTS:

- Graduation from a CA-P.O.S.T. approved academy within three years of appointment or currently attending a CA-P.O.S.T. approved academy.
- Be at least 21 years of age at time of appointment.
- Possession of a valid California Driver's License at time of appointment.
- High school diploma, GED certificate, or high school equivalency certificate, or a two-year, four-year, or advanced degree from an accredited or approved college/university.
- Must be a citizen of the United States or a permanent resident alien who is eligible, and has applied for citizenship.

## VA BENEFITS

- 5 veteran's points
- Chapter 31 participant / VA OJT-Apprenticeship Programs

## EXAMINATION PROCESS

- Written examination
- Oral interviews
- Polygraph examination
- Background investigation
- Medical examination
- Psychological examination

## WRITTEN EXAM STUDY GUIDE

- Reviewing online click here: <http://www.post.ca.gov/exams--assessments-.aspx>
- Or go to [www.post.ca.gov](http://www.post.ca.gov) choose hiring tab, click on exam/assessment, then under reading and Writing Ability Assessment click on Applicant preparation guide.

# POLICE OFFICER – LATERAL

**\$5073-6477 / 2015-\$5175-6607**

**Officers start at “C” step - \$5594 / 2015-\$5706**

Lateral Police Officer is a journey level class in the Police series. Work normally consists of routine police tasks performed according to department rules and regulations. Police Officers perform law enforcement and crime prevention work; control traffic flow and enforce state and local regulations; perform investigative work; participate in and provide support and assistance to special department crime prevention and enforcement programs and do related police work as assigned. Duties and hours will vary with assignments. Receive general and special instructions and must be able to act without direct supervision.

## REQUIREMENTS:

- Possession of a California Peace Officer Standards and Training (P.O.S.T.) Basic Certificate.
- Two years of experience and current employment performing the full range of duties as a sworn Peace Officer with a local law enforcement agency.
- Be at least 21 years of age at time of appointment.
- Possession of a valid California Driver's License at time of appointment.
- High school diploma, GED certificate, or high school equivalency certificate, or a two-year, four-year, or advanced degree from an accredited or approved college/university.
- Must be a citizen of the United States or a permanent resident alien who is eligible, and has applied for citizenship.

## VA BENEFITS

- 5 veteran's points
- Chapter 31 participant / VA OJT-Apprenticeship Programs

## EXAMINATION PROCESS

- Oral interviews
- Polygraph examination
- Background investigation
- Medical examination
- Psychological examination



# **BENEFITS / INCENTIVES – POLICE OFFICER RECRUIT/LATERAL**

Benefits for the Police Officer Recruit/Lateral series shall be as follows:

- Health and Welfare Plan – covers medical, dental, vision and some orthodontics for employee and dependents.
- Workers' Compensation Benefits – Shall be those amounts established by the Workers' Compensation regulations of California State Law.
- Overtime – Actual hours worked in excess of 40 hours a week shall be compensated as overtime. Overtime shall be at one and one-half times the base rate of pay.
- Holidays – 13 city-observed holidays annually.
- Leaves – Sick leave, family sick leave, vacation leave, holiday leave, family events, and guaranteed leave.
- Retirement – City Fire & Police Retirement System; Reciprocity with CalPERS. Members vest at 5 years and are eligible for service retirement. Service retirement benefits are 2% at age 50 and ramp up to 2.7% at age 55. Fresno is the only city that offers a 10-year DROP program to safety employees. Please consult the Summary Plan Document for specific retirement benefits.
- 10-Year DROP Retirement Program

## **INCENTIVES: (COMPENSABLE)**

- Shift Differential
  - \$160 Monthly Watch II
  - \$240 Monthly Watch III
- POST Certificate Pay-4% Intermediate & 8% Advanced
- 4/10 Schedule for Patrol and Most Special Units
- 65+ Various Assignments
- \$275 Monthly Special Duty Pay
- \$275 Monthly Motor Hazard Pay
- \$500 Monthly Patrol Training Officer (PTO) Pay
- \$275 Monthly Premium Pay (Special Unit Flexing)
- \$100 Monthly Bilingual Pay
- Uniform Allowance \$1200 annually
- Health Reimbursement Arrangement (HRA)
- Guaranteed leave program (Patrol)
- CALEA Accredited



For more information and application materials, please contact:  
City of Fresno Personnel Services Department  
2600 Fresno Street, First Floor  
Fresno, CA 93721-3614  
559-621-6950 • [fresno.gov](http://fresno.gov)  
1-844-FPD-JOBS